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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

Staffing and functions of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights

Report of the Secretary-General

1. In its resolution 48/228 A of 23 December 1993, the General Assembly approved the proposals of the Secretary-General for the staffing resources of the Centre for Human Rights as contained in the proposed programme budget for the biennium 1994-1995. At the same time, the Assembly requested the Secretary-General to provide to it at its resumed forty-eighth session the information which the Advisory Committee on Administrative and Budgetary Questions had requested in its report on the proposed programme budget for the biennium 1994-1995 (A/48/7). The Advisory Committee had requested information on the questions of the redeployment, conversion and creation of posts, and had specified that that information should include a clear table indicating current posts, the precise description of the functions to be performed with regard to the 55 posts involved (24 new, 19 redeployed and 12 converted), an explanation of the programmatic justifications of the redeployment and an update of what had been going on in the Third Committee with regard to the World Conference on Human Rights. The present report provides the information requested.

2. In addition to approving the proposals of the Secretary-General for the staffing resources of the Centre for Human Rights for 1994-1995, the General Assembly also took action at its forty-eighth session in respect of resolutions which it adopted on the recommendation of the Third Committee. By its resolution 48/141 of 20 December 1993 the Assembly established the post of the United Nations High Commissioner for Human Rights and defined his responsibilities. In connection with the adoption of that resolution, the Secretary-General submitted a statement of programme budget implications

(A/C.5/48/61) indicating that, while the High Commissioner would draw on the resources of the Centre to fulfil his tasks, a number of additional posts would nevertheless need to be established, one Under-Secretary-General, 2 P-5 and 3 General Service posts, and operational funds would be required totalling $1,471,400. The assembly did not approve the establishment of these posts. However, the Secretary-General was authorized to enter into all the commitments necessary within the above amount in respect of the full implementation of the activities envisaged in resolution 48/141. Such additional appropriation as might be necessary and not to exceed $1,471,400 would be considered by the Assembly at its resumed forty-eighth session.

3. In its resolution 48/121 of 20 December 1993 the General Assembly, on the recommendation of the Third Committee, endorsed the Vienna Declaration and Programme of Action 1/ adopted by the World Conference on Human Rights. In a related statement of programme budget implications (A/C.5/48/46), the Secretary-General indicated that 1 P-5, 1 P-5 and 2 General Service posts would be required, as well as operational funds totalling $1,167,500. The Assembly did not approve the establishment of these posts. However, the Secretary-General was authorized to enter into all the commitments necessary within the above amount in respect of the full implementation of the activities envisaged in resolution 48/121. Such additional appropriation as might be necessary and not to exceed $1,167,500 would be considered by the Assembly at its resumed forty-eighth session.

4. The United Nations High Commissioner for Human Rights was appointed by the Secretary-General and his appointment was approved by the General Assembly in its decision 48/321 of 14 February 1994. He took up his duties on 31 March 1994. In the limited amount of time since his appointment, it has not been possible for him to complete a review of the current organizational arrangements for his Office, in particular, and for the Centre as a whole, or to assess fully his requirements. In the light of experience gained in the forthcoming months, additional proposals, as necessary, will be submitted to the Assembly at its forty-ninth session. In the meantime, the Secretary-General will ensure that the High Commissioner will have at his disposal the resources necessary to enable him to discharge his functions.

5. The table contained in the annex to the present report provides information on the functions of all the posts of the Centre for Human Rights as included in the proposed programme budget and approved by the General Assembly, as well as those whose establishment was sought in the context of statements of programme budget implications and for which the Secretary-General has been authorized to enter into commitments.

Notes

1/ A/CONF.157/24 (Part I), chap. III.

ANNEX

Staffing of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights

Level and title	Post status	Subprogramme	Functions	Observations
			Office of the High Commissioner for Human Rights	
USG, United Nations High Commissioner for Human Rights	Proposed in A/C.5/48/61	Overall	Responsible for United Nations Human Rights activities in accordance with General Assembly resolution 48/141.	By its resolution 48/141 the General Assembly decided to establish a post of United Nations High Commissioner for Human Rights with principal responsibility for human rights activities carried out by the United Nations.
P-5 Special Assistant	Proposed in A/C.5/48/61	Overall	Assists the High Commissioner in all activities within his mandate on both substantive and organizational matters.	
P-5 Representative of High Commissioner at Headquarters	Proposed in A/C.5/48/61	Overall	Represents the High Commissioner and the Centre at Headquarters, coordinates activities relating to High Commissioner and the Centre in New York.	
GS Secretary	Proposed in A/C.5/48/61	Overall	Provides secretarial services to the High Commissioner.	
GS Secretary	Proposed in A/C.5/48/61	Overall	Provides secretarial services to the High Commissioner and the Special Assistant.	
GS Secretary	Proposed in A/C.5/48/61		Provides secretarial services to the Representative of the High Commissioner in New York.	
			Office of the Assistant Secretary-General for Human Rights	
ASG	Established	Overall	Directs the Centre for Human Rights, responsible to the High Commissioner for the overall management of the Centre.	

Level and title	Post status	Subprogramme	Functions	Observations
D-2	Established	Overall	Assists in the overall management of the Centre for Human Rights and in the implementation of its policies. Supervises the International Instruments Branch.	
GS Assistant/ secretary	Established	Overall	Provides secretarial services to the Assistant Secretary-General.	
GS Assistant/ secretary	Established	Overall	Provides secretarial services to the Office of the Assistant Secretary-General.	
			Administrative Unit	
P-3 Administrative Officer	Established	Overall	Provides administrative services to the Centre and liaison with the United Nations Office at Geneva in this respect.	
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the Centre's everyday operations.	
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the Centre's everyday operations.	
			New York Office	
P-4 First Human Rights Officer	Established	Overall	Chief of the Liaison Office at Headquarters. Assists, inter alia, in the representation of the Centre at meetings of policy making organs in New York as well as in the Centre's relations with the Secretariat at Headquarters and with Permanent Missions.	
GS Secretary	Established	Overall	Provides secretarial assistance to the Chief of the New York Office. Responsible for documents of the Office.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Administrative Clerk	Established	Overall	Responsible for various administrative tasks in connection with the New York Office's operations.	
			Communications Branch	
D-1 Principal Human Rights Officer	Established	1 -- 2	Chief of Branch. Responsible for direction, coordination, organization, management and supervision of the work carried out under established procedures for dealing with complaints about alleged violations of human rights and fundamental freedoms.	
P-5 Senior Human Rights Officer	Established	1 -- 2	Responsible for the daily work under treaty-based procedures, for drafting the case-law of treaty bodies under individual complaints procedures and for the four treaty-based United Nations complaints procedures in the field of human rights.	
P-4 First Human Rights Officer	Established	1 -- 2	Supervises and coordinates the work relating to the handling of communications and the preparation of documents under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII).	
P-3 Human Rights Officer	Established	1 -- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights and the International Convention on the Elimination of All Forms of Racial Discrimination.	
P-2 Associate Human Rights Officer	Established	1 -- 2	Implements the procedures pertaining to individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights and the International Convention on the Elimination of All Forms of Racial Discrimination.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	1 --- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights.	
P-4 First Human Rights Officer	Converted	1 --- 2	Services the monitoring bodies of the Human Rights Committee and its Working Group on Communications. Coordinates and carries out duties pertaining to the individual complaints procedure under the Optional Protocol to the International Covenant on Civil and Political Rights.	The increase in the number of communications without an increase in human resources has led to thousands of communications received by the Branch being filed away every year without any action. The work under the individual complaints procedure governed by the Optional Protocol to the International Covenant on Civil and Political Rights has also suffered as a result of insufficient resources. The communications under the "1503" procedure received in 1993 were 280,000 as compared to an average of 100,000 communications received per year previously. The pending cases under the Optional Protocol to the International Covenant on Civil and Political Rights were 124 in 1990, 138 in 1992 and 154 in 1993. In 1991, 51 States had become parties to the Optional Protocol; in December 1993 there were 73 States parties with a commensurate increase in the State reports that must be handled.
P-3 Human Rights Officer	Converted	1 --- 2	Processes communications concerning alleged violations of human rights under the confidential procedures governed mainly by ECOSOC resolution 1503 (XLVIII).	
P-3 Human Rights Officer	Redeployed	1 --- 2	Processes communications concerning alleged violations of human rights under the confidential procedures governed mainly by ECOSOC resolution 1503 (XLVIII).	
P-2 Associate Human Rights Officer	Redeployed	1 --- 2	Implements the procedures pertaining to the individual complaints under the Optional Protocol to the International Covenant on Civil and Political Rights. Responsible for documents issued under various confidential procedures dealing with communications.	
GS Secretary	Established	1 -- 2	Carries out clerical duties as Secretary to the Chief of Branch. Assists in various administrative tasks.	
GS Administrative Clerk	Established	1 -- 2	Responsible for production, safe-keeping and distribution of all confidential documents, case-files and records.	

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Level and title	Post status	Subprogramme	Functions	Observations
GS Administrative Clerk	Established	1 -- 2	Carries out clerical duties in the processing of communications under confidential treaty based procedures for the handling of individual complaints.	
GS Administrative Clerk	Established	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII).	
GS Administrative Clerk	Converted	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	These additional posts deal with the increased number of communications under the "1503" procedure. In 1993, 280,000 communications were received as compared to an average of 100,000 received per year previously. These posts also assist in the preparation of pre-session, in-session and post-session documentation pertaining to the procedure (over 150 documents of over 3,000 pages per year) and in servicing of the bodies concerned.
GS (1503 procedure)	Converted	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	
GS (1503 procedure)	New	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the confidential procedure governed by ECOSOC resolution 1503 (XLVIII). Assists in the documentation pertaining to the procedure.	
GS (Treaty-based procedure)	New	1 -- 2	Carries out clerical duties in the processing of communications concerning alleged violations of human rights under the procedure governed by the Optional Protocol to the International Covenant on Civil and Political Rights. Assists in the documentation pertaining to the procedure.	The post deals with the increased number of communications under the Optional Protocol to the International Covenant on Civil and Political Rights and other procedures and the preparation of documentation (over 300 documents of over 2,000 pages per year).

Level and title	Post status	Subprogramme	Functions	Observations
			Special Procedures Branch	
D-1 Principal Human Rights Officer	New	1 --- 3	Responsible for direction, coordination, organization, management and supervision of work regarding implementation of mandates assigned by intergovernmental bodies to working groups, rapporteurs, representatives and experts or to the Secretary-General concerning human rights in certain countries or concerning thematic issues, including field missions for the monitoring of human rights.	This new post has been assigned to the Special Procedures Branch in order to respond to the expansion of its activities.
P-5 Senior Human Rights Officer	Established	1 --- 3	Responsible for the implementation of mandates concerning human rights situations in certain countries or concerning thematic issues, including related field missions and the monitoring of human rights violations. Replaces the Chief of Branch during his/her absence.	
P-3 Human Rights Officer	Established	1 --- 3	Serves as Secretary of the Working Group on Enforced or Involuntary Disappearances. In addition, provides substantive services to the Special Rapporteur on Haiti.	
P-3 Human Rights Officer	Established	1 --- 3	Serves as Secretary of the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and other Arabs of the Occupied Territories.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services to the Special Rapporteur on the question of Torture and the Special Rapporteur on Cuba.	

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Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services to the Special Representative on the Islamic Republic of Iran, the Special Rapporteur on Equatorial Guinea and the Independent Expert on El Salvador.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for substantive services of the Special Rapporteurs on Iraq and on Myanmar. Also assists the Working Group on Enforced or Involuntary Disappearances.	
P-3 Human Rights Officer	Established	1 --- 3	Responsible for various activities under mandates entrusted to the Secretary-General. Also assists the Working Group on Enforced or Involuntary Disappearances.	
P-2 Associate Human Rights Officer	Established	1 --- 3	Assists in the implementation of mandates concerning human rights situations in certain countries, or thematic mandates on various human rights phenomena.	
P-4 First Human Rights Officer	Converted	1 --- 3	Serves as Secretary of the Ad Hoc Working Group on southern Africa; services reporting obligations of the Secretary-General on the human rights situation in Bougainville.	The assignments to staff members in this Branch are formulated to take into account the patterns of special procedures mandates, which may vary from year to year depending on the decisions adopted by the Commission on Human Rights. In principle, one staff member is assigned one mandate, depending on the work involved. Country mandates are normally for one year and thematic mandates for 2-3 years. Therefore, the assignment of mandates to staff members changes according to the decisions of the Commission on Human Rights every year. The special procedures mandates have sharply increased in 1992 and 1993. In 1992 there were seven new mandates (internally displaced persons, Equatorial Guinea, Haiti, Myanmar, Yugoslavia, civil
P-4 First Human Rights Officer	Converted	1 --- 3	Serves as Secretary of the Working Group on Arbitrary Detention. Responsible for the preparation of the report by the Secretary-General on East Timor.	
P-3 Human Rights Officer	Converted	1 -- 3	Responsible for substantive services to the Special Rapporteur on Afghanistan. Assists the Working Group on Enforced or Involuntary Disappearances.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Converted	1 --- 3	Responsible for substantive services to special rapporteurs, representatives and/or working groups. Assists in the activities under the extended mandate of the Special Rapporteur on Iraq.	defence forces and East Timor); in 1993 there were six new mandates assigned to this Branch (Occupied Arab territories, including Palestine, the Sudan, human rights and forensic science, Togo, Zaire and Bougainville). In addition, mandates have increased in scope requiring mandated field missions, "urgent action appeals", direct contacts with alleged victims of violations, interested non-governmental organizations and relevant Governments and expanded field operations in the former Yugoslavia. This has also added to the workload. This situation has required both the conversion of temporary assistance to established posts as well as additional staff.
P-4 First Human Rights Officer	Redeployed	1 --- 3	Responsible for substantive services to special rapporteur as well as for preparation of thematic reports of the Secretary-General.	See above.
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for a number of country situations examined by the Working Group on Enforced or Involuntary Disappearances and for the preparation of the report of the Secretary-General on Cyprus.	
P-2 Associate Human Rights Officer	Redeployed	1 --- 3	Responsible for a number of country situations examined by the Working Group on Enforced or Involuntary Disappearances as well as for disappearances under the mandate of the Special Rapporteur on the former Yugoslavia.	
P-2 Associate Human Rights Officer	Redeployed	1 --- 3	Responsible for substantive services of the Special Rapporteur on extrajudicial, summary or arbitrary executions.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
P-3 Human Rights Officer	New	1 --- 3	Responsible for the implementation of mandates assigned by the intergovernmental bodies concerning human rights situations in certain countries or thematic mandates on various human rights phenomena.	
			Team for the former Yugoslavia	
P-5 Senior Human Rights Officer	Redeployed	1 --- 3	Responsible for the implementation of the mandate given the Special Rapporteur on the situation of human rights in the territory of the former Yugoslavia.	Five posts from the regular budget were assigned to assist the Special Rapporteur in fulfilling his mandate on the former Yugoslavia (see Revised Estimates for the Programme Budget for the Biennium 1992-1993, A/C.5/47/71). The team assisting the Special Rapporteur is structured as follows:
P-4 First Human Rights Officer	Redeployed	1 --- 3	Coordinator of the activities of the field office.	
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for the human rights situation of a geographical area within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	The team is headed in Geneva, under the supervision of the Chief of the Special Procedures Branch, by one senior human rights officer, who is assisted by one human rights officer with special responsibility for Bosnia and Herzegovina. Another human rights officer in Geneva is responsible for the "special process" concerning missing persons in the former Yugoslavia, which falls under the joint responsibility of the Special Rapporteur and a member of the Working Group on Enforced or

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for the human rights situation of a geographical area within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	Involuntary Disappearances. Field officers are currently stationed in Zagreb and Skopje and other field offices may open in Belgrade and Sarajevo when local circumstances permit. The purpose of the field operation is the provision to the Special Rapporteur, through and under the direction of the Geneva based staff, of first-hand timely reports on observance or violations of human rights throughout the five countries covered by the mandate of the Special Rapporteur.
P-3 Human Rights Officer	Redeployed	1 --- 3	Responsible for monitoring a theme or the human rights situation of a geographical area, within the mandate of the Special Rapporteur on the human rights situation in the territory of the former Yugoslavia.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Special Committee to Investigate Israeli Practices Affecting the Human Rights of the Palestinian People and Other Arabs of the Occupied Territories. Assists various special rapporteurs.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Working Group on Enforced or Involuntary Disappearances and to the Special Rapporteur on El Salvador.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the Working Group on Enforced or Involuntary Disappearances and to the activities under the mandate on Cyprus entrusted to the Secretary-General.	
GS Secretary	Established	1 --- 3	Provides secretarial support to the ad hoc Working Group of Experts on Southern Africa.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Working Group on Arbitrary Detention and to the activities under the mandate on East Timor entrusted to the Secretary-General.	Mandates of this type have been given and extended on a regular basis and the number has increased in the recent past. This has led to the need to seek the conversion of temporary assistance to established posts as staff who had been serving on temporary assistance have gained experience and to the establishment of new posts.

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteurs on arbitrary executions and on internally displaced persons.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteur on Equatorial Guinea and to the various activities under the mandates entrusted to the Secretary-General.	
GS Secretary	Converted	1 --- 3	Provides secretarial support to the Special Rapporteurs on Torture and on Cuba.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteurs on Iraq and the Sudan.	See above.
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Afghanistan and to the activities under the mandates on Togo and Zaire entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Representative on the former Yugoslavia and to the activities under the mandate on human rights and forensic science entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Representative on the former Yugoslavia and to the activities under the mandate on civil defence forces entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Iran and to the activities under the mandate on acts of violence entrusted to the Secretary-General.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on the Occupied Arab Territories, including Palestine and to the activities under the mandate on the situation in occupied Palestine entrusted to the Secretary-General.	
GS Secretary	New	1 --- 3	Provides secretarial support to the Special Rapporteur on Myanmar and to the activities under the mandate on Bougainville entrusted to the Secretary-General.	
			International Instruments Branch	
P-5 Senior Human Rights Officer	Established	1	Chief of Branch. Responsible for planning and organizing as well as reviewing, coordinating and supervising the work of the Branch, which includes, inter alia, support for the activities of human rights treaty-monitoring bodies.	
P-5 Senior Human Rights Officer	Established	1	Responsible for reviewing and monitoring implementation of the resolutions of intergovernmental bodies dealing with conventions on human rights and the reporting obligations of State parties. Coordinates substantive activities relating to the implementation of the Vienna Declaration and Programme of Action.	
P-4 First Human Rights Officer	Established	1	Serves as Secretary of the Committee against Torture. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Established	1	Serves as Secretary of the Committee on the Rights of the Child. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	
P-4 First Human Rights Officer	Established	1	Plans, coordinates, administers and supervises all actions required for the functioning of the secretariat of the United Nations Voluntary Fund for Victims of Torture and its Board of Trustees.	
P-3 Human Rights Officer	Established	1	Responsible for reviewing and monitoring activities relating to the implementation of the Convention on the Rights of the Child.	
P-2 Associate Human Rights Officer	Established	1	Responsible for reviewing and monitoring activities relating to the implementation of the International Covenant on Civil and Political Rights.	
P-2 Associate Human Rights Officer	Established	1	Reviews and monitors activities relating to the implementation of the International Covenant on Economic, Social and Cultural Rights. Assists in the substantive work of and servicing the meetings of human rights treaty-based bodies.	
P-2 Associate Human Rights Officer	Established	1	Assists in servicing the meetings of the committees of experts established to monitor the implementation of international human rights instruments.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	1	Assists in monitoring activities relating to the implementation of the Convention on the Rights of the Child. Assists in the substantive work and servicing of the meetings of human rights treaty-based bodies.	
P-4 First Human Rights Officer	Redeployed	1	Serves as Secretary of the Committee on Economic, Social and Cultural Rights. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	The work-load under the international instruments mandates has increased sharply during the last several years. The human rights treaty-monitoring bodies have doubled from 3 in 1985 to 6 in 1993. The States parties to human rights instruments have increased from 375 in 1985 to 580 in 1991, while in December 1993 they reached 720. This has led to the increase in the State reports that must be handled, and a significant increase in the number and duration of meetings that must be serviced. In addition, the tasks of the staff - analytical, legal or research - have been made more complex as a result of qualitative changes in the approaches and methods of work of the treaty bodies, as well as in the scope of their definition (i.e. within-region consultations by the Committee on the Rights of the Child; good offices mission by the Committee on the Elimination of Racial Discrimination to Yugoslavia; field inquiry missions under article 20 of the Convention against Torture by the Committee against Torture). In particular, in the context of the Third Decade to Combat Racism and Racial Discrimination, the Committee on the Elimination of Racial Discrimination has expanded its activities, including coordination with other United Nations bodies, concluding observations in the reports, etc.
P-3 Human Rights Officer	Redeployed	1	Serves as Secretary of the Committee on the Elimination of Racial Discrimination. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	
P-4 First Human Rights Officer	New	1	Serves as Secretary of the Human Rights Committee. Responsible for reviewing and monitoring implementation of General Assembly, ECOSOC and Commission on Human Rights resolutions dealing with United Nations conventions on human rights and the reporting obligations of States parties.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	New	1	Serves as Secretary of the Committee against Torture. Responsible for monitoring and reviewing activities relating to the implementation of the Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	The States parties to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment adopted amendments by which the provisions dealing with extrabudgetary funding were reversed to regular budget funding. The General Assembly, by its resolution 47/111 of 16 December 1992, endorsed these amendments and requested the Secretary-General to include in the regular budget the financing of the activities of the Committee against Torture.
P-3 Human Rights Officer	New	1	Assists in servicing the meetings of the Committee against Torture. Assists in reviewing and monitoring the activities relating to the implementation of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	
GS Secretary	Established	1	Provides secretarial support to the Human Rights Committee, including servicing sessions, assists in handling the Committee's documents.	
GS Secretary	Established	1	Provides secretarial support to the Committee on the Rights of the Child. Responsible for control, handling and distribution of documents submitted by the State parties.	
GS Secretary	Established	1	Provides secretarial support to the Committee on Economic, Social and Cultural Rights. Responsible for documentation control, handling and distribution.	
GS Secretary	Established	1	Provides secretarial support to the Group of Three on the International Convention on the Suppression and Punishment of the Crime of Apartheid. Responsible for documentation control, handling and distribution.	
GS Secretary	Established	1	Provides secretarial support to the Committee on the Elimination of Racial Discrimination. Responsible for documentation control, handling and distribution.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	1	Assists in organization and servicing of various regular and inter-sessional meetings of the committees and working groups. Provides assistance to the meetings of the chairpersons of treaty-monitoring bodies.	
GS Secretary	New	1	Provides secretarial support to the Committee against Torture including assistance to the confidential procedure under Article 20 of the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment.	These posts were established for the secretarial servicing of the Committee against Torture pursuant to General Assembly resolution 47/111.
GS Secretary	New	1	Responsible for the servicing of the meetings of the Committee against Torture and meetings of State parties, and for documentation control, handling and distribution.	
			Legislation and Prevention of Discrimination Branch	
D-1 Principal Human Rights Officer	Established	2 and 4	Chief of the Branch. Responsible for the direction, coordination, organization and management of the Branch.	
P-5 Senior Human Rights Officer	Established	2 and 4	Supervises the work relating to research and studies including the implementation of the resolutions and decisions of intergovernmental bodies in this field.	
P-4 First Human Rights Officer	Established	2	Supervises all the work relating to the prevention of discrimination. Supervises servicing working group meetings, seminars, workshops, etc.	

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Established	4	Prepares and services the meetings of the Working Groups on Detention, and on the Draft Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment. Prepares documents and reports on subjects such as human rights and international peace, detention and the right to own property.	
P-4 First Human Rights Officer	Established	2	Serves as Secretary of the Subcommission on Prevention of Discrimination and Protection of Minorities and of various working groups; serves as Assistant Secretary of the Commission on Human Rights. Prepares documents and reports on subjects such as administration of justice and slavery.	
P-4 First Human Rights Officer	Established	2	Serves as Secretary of the Working Group on Indigenous Populations. Deals with the implementation of the programme concerning indigenous people.	
P-4 First Human Rights Officer	Established	2	In charge of the Coordination Unit. Coordinates servicing of meetings and prepares reports of the Commission on Human Rights, the Subcommission and their working groups. Coordinates logistical support for the operation; prepares performance evaluation reports and other managerial control work for the Branch.	
P-3 Human Rights Officer	Established	2	Services the meetings and seminars relating to the Committee on Economic, Social and Cultural Rights and the Working Group on the Right to Development. Prepares related documents and reports.	

Level and title	Post status	Subprogramme	Functions	Observations
P-2 Associate Human Rights Officer	Established	2	Services the Board of Trustees of the Voluntary Fund for Indigenous Populations, prepares training courses for indigenous people, fund-raising activities, liaises with the United Nations system.	
P-2 Associate Human Rights Officer	Established	2	Assistant Secretary to working groups and to technical meetings of experts. Assists special rapporteur of the Subcommission on Prevention of Discrimination and Protection of Minorities in the preparation of their reports/studies.	
P-2 Associate Human Rights Officer	Established	2 and 4	Conducts research and studies, drafts reports relating to the programmes to combat racism and racial discrimination, assists in the organization of sessions of policy-making organs.	
P-3 Human Rights Officer	Redeployed	2	Serves as Secretary of the Working Group on the Right to Development. The related work includes servicing of the Working Group, preparation of the pre-sessional and post-sessional reports of the Working Group to be submitted to the Commission on Human Rights, ECOSOC and the General Assembly, as well as preparation of the draft recommendations formulated by the Working Group relating to ways and means for the realization of the right to development by all States. Furthermore, undertakes coordination within the United Nations system on matters pertaining to the right to development and to economic, social and cultural rights, as well as contacts and meetings with intergovernmental organizations and international financial institutions such as the World Bank and the International Monetary Fund.	The Working Group on the Right to Development is a new mandate; it was established by the Commission on Human Rights in its resolution 1993/22 to study the obstacles in the implementation of the Declaration on the Right to Development and to recommend ways and means to overcome them. The mandated activities relate to research and studies on economic, social and cultural rights, including the question of debt and the negative effect of structural adjustment policies on human rights. The Working Group on the Right to Development held its first session from 8-19 November 1993, and its second session from 2-13 May 1994.

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Redeployed	2	Serves as Secretary of the Working Group on Contemporary Forms of Slavery. Prepares documents and reports on the question of slavery of and detained juveniles.	The Commission on Human Rights, on the basis of the increase of the work-load of the Centre on questions relating to slavery, which has expanded to cover issues such as trafficking in persons, sexual exploitation of women and children, the plight of minors involved in armed conflicts, etc., has requested the Secretary-General, by its resolution 1993/27, to reassign to the Working Group, as has been the case in the past, a full-time Professional staff member. In 1992 and 1993 six reports were prepared for the consideration of the Commission on Human Rights, the Subcommission and ECOSOC. The reports and the preparatory documents for the 1992 and 1993 sessions of the Working Group, of about 300 pages, should be added to the above.
P-3 Human Rights Officer	Redeployed	2	Prepares reports and studies as requested by the General Assembly, the Commission on Human Rights and the Subcommission on Prevention of Discrimination and Protection of Minorities relating to racism and racial discrimination. Services the meetings and seminars on national institutions. The work includes, inter alia, drafting of reports with respect to the implementation of the Programme of Action for the Third Decade to Combat Racism and Racial Discrimination requested by the General Assembly, ECOSOC, the Commission on Human Rights and the Subcommission (four reports per year); preparation of studies on issues relating to racism and racial discrimination (nine studies have been requested by the General Assembly for the Third Decade); assistance to the Special Rapporteur on contemporary forms of racism, racial discrimination,	The functions of the post fall within the framework of activities under the Third Decade to Combat Racism and Racial Discrimination, as mandated by General Assembly resolution 48/91.

Level and title	Post status	Subprogramme	Functions	Observations
			xenophobia and related intolerance in the field (three missions per year); organization of meetings and seminars (at least five meetings and three seminars per year).	
P-3 Human Rights Officer	New	1	Assists the Special Rapporteurs on religious intolerance, on freedom of expression and on the sale of children.	
P-5 Senior Human Rights Officer	Proposed in A/C.5/48/46	2	Acts as a focal point for coordination and supervision of all the activities relating to the Third Decade to Combat Racism and Racial Discrimination, including the activities relating to assistance to the Special Rapporteur on the monitoring of the transition to democracy in South Africa.	The Vienna Declaration and Programme of Action (para. 19 of section II) called for the elimination of racism and racial discrimination to be made a priority objective of the international community and for a world-wide promotion campaign in the field of human rights, as well for a strengthening of the efforts to implement the Programme of Action for the Third Decade to Combat Racism and Racial Discrimination, adopted by the General Assembly in its resolution 48/91. To ensure the full involvement of the United Nations in combating racism and racial discrimination, there is a need to establish a focal point at the P-5 level within the Centre. The objective of this post is to secure the highest possible quality of substantive support to various United Nations organs dealing with these complex issues by providing reliable advice and accurate information as well as effective consultation and coordination. The P-5 level officer will be responsible for coordination and monitoring of all activities within the Centre for Human Rights and would maintain liaison with agencies and institutes for developing common approaches on this subject (see document A/C.5/48/46).

Level and title	Post status	Subprogramme	Functions	Observations
P-4 First Human Rights Officer	Proposed in A/C.5/48/46	2	Acts as the focal point on issues relating to indigenous people.	The General Assembly proclaimed the International Decade of the World's Indigenous People, to begin from January 1994, and recommended that sufficient human and financial resources be provided to the Centre for Human Rights to enable it to carry out its activities relating to the indigenous people (resolution 48/163). In the statement of programme budget implications, the Secretary-General indicated that this post, as well as one General Service post, would be required in order to assist in the coordination of the programme of activities for the International Decade of the World's Indigenous People (document A/C.5/48/46).
GS Secretary	Established	2	Provides secretarial support in servicing the plenaries of the Commission on Human Rights and the Subcommission on Prevention of Discrimination and Protection of Minorities and to the meetings of working groups, seminars, workshops.	
GS Secretary	Established	2	Provides secretarial support in servicing the meetings of the Working Groups on Detention and on the Draft Optional Protocol to the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment, assists in the preparation of documents and reports.	
GS Secretary	Established	2	Provides assistance in servicing of working groups and of technical meetings of experts. Assists Special Rapporteur of the Subcommission in the preparation of their reports/studies.	
GS Secretary	Established	2	Provides secretarial support to the Chief of Coordination Unit, assists in coordination and servicing of meetings and in preparation of reports.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	2	Provides secretarial support to the Working Group on Contemporary Forms of Slavery. Assists in the preparation of documents for the Third Decade to Combat Racism and Racial Discrimination.	
GS Secretary	Established	2	Provides secretarial support to the Special Rapporteurs on racism, racial discrimination and xenophobia and on violence against women.	
GS Secretary	New	2	Provides secretarial support to the Special Rapporteurs on religious intolerance, use of mercenaries and freedom of opinion.	These posts have been established in connection with the increased workload of the Centre in connection with new mandates and extension of existing mandates.
GS Secretary	New	2	Provides secretarial support to the Working Group on the Right to Development. Assists in preparation of reports of the economic, social and culture rights.	
GS Secretary	Proposed in A/C.5/48/46	2	Provides assistance to the focal point on indigenous populations, assists in servicing the Working Group on Indigenous Populations.	This post was included in the statement of programme budget implications to support the implementation of the mandates related to the Third Decade to Combat Racism and Racial Discrimination (A/C.5/48/46).
GS Secretary	Proposed in A/C.5/48/46	2	Provides assistance to the focal point for coordination of activities relating to the Third Decade to Combat Racism and Racial Discrimination.	This post was included in the statement of programme budget implications to support the implementation of the mandates related to the Third Decade to Combat Racism and Racial Discrimination (A/C.5/48/46).
			Technical Advisory Services and Publications Branch	
D-1 Principal Human Rights Officer	Established	3	Chief of Branch. Responsible for the direction, coordination, organization and management of the Branch.	

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Level and title	Post status	Subprogramme	Functions	Observations
P-5 Senior Human Rights Officer	Established	3	Overall supervision of the implementation of projects; supervises the work of project officers in their coordination with United Nations agencies and organizations as well as regional organizations.	
P-5 Senior Human Rights Officer	Established	3	In charge of the external relations and information activities. Supervises all the work assigned to these functions.	
P-4 First Human Rights Officer	Established	3	Responsible for technical assistance in Africa. Prepares and organizes missions, training courses and seminars.	
P-4 First Human Rights Officer	Established	3	Plans and organizes the Centre's policy on publications, teaching and training in the field of human rights. Responsible for planning and coordinating human rights publications. Focal point for the Centre for the coordination of draft agreements with host countries for seminars, training courses, etc.	
P-4 First Human Rights Officer	Established	3	Coordinates the Branch's activities in Latin America. In charge of the fellowships and internships programmes. Acts as the Centre's focal point for legal questions.	
P-4 First Human Rights Officer	Established	3	Developing and implementing existing and new country projects and thematic projects, and organization of meetings and field missions.	
P-4 First Human Rights Officer	Established	3	Responsible for the organization of advisory services.	

Level and title	Post status	Subprogramme	Functions	Observations
P-3 Human Rights Officer	Established	3	Responsible for the preparation and implementation of technical assistance projects in the Asian-Pacific region.	
P-3 Human Rights Officer	Established	3	Prepares and implements technical assistance projects.	
P-3 Human Rights Officer	Established	3	Assists in implementing the World Campaign for Human Rights and in developing the training and education programmes of the Centre.	
P-3 Human Rights Officer	Established	3	Responsible for organization of technical cooperation seminars, workshops and other training. Assists in the preparation of the Yearbook.	
P-3 Human Rights Officer	Redeployed	3	Project officer for several countries. Responsible for programme development in fields such as the administration of justice and elections. Drafting of training manuals.	The programme of Advisory Services and Technical Cooperation in the Field of Human Rights continues to grow and to develop activities to assist national authorities - at the request of the Governments - in the protection and promotion of human rights. Requests for assistance by Governments cannot always be fulfilled. The technical cooperation projects have increased from 2 in 1985 to 38 in 1992 while in 1993, 46 projects were completed and 22 are still under completion. Assistance has grown in areas such as the provision of advisory services for the inclusion of human rights norms in national constitutions. Another component of the programme which has seen an increase in its activities is legislative reform assistance, which has included penal codes, codes of criminal procedure, as well as strengthening of national institutions.
P-2 Associate Human Rights Officer	Redeployed	3	Drafts publications on the administration of justice; assists in the administration of the Human Right Journal.	
P-2 Associate Human Rights Officer	Redeployed	3	Assists in the administration of financial resources for technical cooperation projects, including the Voluntary Fund for Technical Cooperation.	

Level and title	Post status	Subprogramme	Functions	Observations
GS Secretary	Established	3	Deals with administrative, financial and secretarial tasks of the Branch.	
GS Secretary	Established	3	Provides secretarial and administrative support in the preparation of draft projects, budgets and reports.	
GS Secretary	Established	3	Assists in activities related to the World Information Campaign, responsible for documentation, control and correspondence.	
GS Secretary	Established	3	Provides secretarial support to the programme of regular advisory services activities. Keeps rosters of experts, consultants, etc.	
GS Secretary	Established	3	Provides secretarial and administrative support to training activities, including workshops, seminars and fellowship programme.	
GS Secretary	New	3	Deals with administrative and secretarial activities related to external relations and publications.	These posts have been established in connection with the new mandates and extended activities under technical cooperation and advisory services.
GS Secretary	New	3	Provides secretarial and administrative support in relation to agreements with States. Assists experts on the situation of human rights in Guatemala.	
GS Secretary	New	3	Responsible for secretarial assistance to projects related to Africa. Assists in the administration of projects.	